



DEPARTMENT OF THE NAVY
COMMANDER NAVAL RESERVE FORCES COMMAND
4400 DAUPHINE STREET
NEW ORLEANS, LOUISIANA 70146-5100

IN REPLY REFER TO:

5400
Ser N12/0484
18 Jul 06

From: Commander, Navy Reserve Forces Command
To: President, FY-07 National Command and Senior Officer
(Captain/Commander) Non-Command Screening and Assignment Board

Subj: PRECEPT CONVENING FISCAL YEAR (FY)07 NATIONAL COMMAND, AND SENIOR
OFFICER (CAPTAIN/COMMANDER) NON-COMMAND SCREENING AND ASSIGNMENT BOARD

Ref: (a) BUPERSINST 1001.39E
(b) COMNAVRESFORINST 1001.5E
(c) COMNAVRESFORCOMNOTE 1001 (CH-1)
(d) COMNAVRESFORCOMNOTE 5400
(e) COMNAVRESFORINST 3000.1D
(f) JAGINST 1301.2B
(g) COMNAVRESFORINST 5354.7A

Encl: (1) Selection Board Guidance
(2) Draft Report of Proceedings

1. The FY-07 National Command and Senior Officer Non-Command Screening and Assignment Board (herein after referred to as "the Board"), consisting of you as President and the Officers selected to serve as membership, is ordered to convene at Navy Personnel Command, Millington, TN at 0730, 14 August 2006 per references (a) through (g). The Board shall proceed in accordance with guidance provided in enclosure (1).

2. The function of the Board is to recommend the best-qualified Officers for appointment to National Command and Senior Officer (Captain/Commander) Non-Command billets. The names, applications, Officer performance data, and the list of vacant billets will be furnished to you and the Board when it convenes.

3. Supplemental guidance for your deliberations as well as the oath that will be administered to all recorders, support personnel, and members of the Board is provided in enclosure (1) of this letter.

4. You will report the results of your deliberations, including your recommendations for billet assignments and a list of unfilled billets in the format of enclosure (2) of this letter. Except as authorized or required by the Commander, Navy Reserve Forces Command or higher authority, no person shall disclose the proceedings, deliberations, or recommendations of the selection Board.

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5. Immediately following Board adjournment, the Recorder will witness and observe the complete destruction of all records, materials and notes of Board proceedings including correspondence from applicants. Fitness reports and photographs submitted by applicants will be turned over to Navy Personnel Command for filing in applicants' respective records.


CRAIG O. MCDONALD

SELECTION BOARD GUIDANCE

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C	Equal Opportunity Guidance
D	Board Proceedings <ul style="list-style-type: none">- General Guidance- NEPLO Panel- NAVAIR Panel- Intel Panel- METOC Panel- Medical Panel- JAG Panel- Supply Panel- Chaplain Panel- Civil Engineer Panel- O4/O6 & O5 Line Panels- Space Cadre
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APPENDIX - A
GENERAL PROCEDURAL GUIDANCE

1. **Duties of the Board President.** The President of the Board has been appointed by me and shall perform prescribed administrative duties. The Board President has no authority to constrain the Board from recommending for selection those fully qualified Officers that the majority finds best qualified to meet the needs of the Navy. The Board President shall ensure that the Board proceedings listed below are read to each Board member, Recorder, and administrative support person on the convening date of the Board or on the date of assignment to the Board, whichever is later.

2. **Board Proceedings.** The following directions concerning communications and information apply to all Board proceedings:

a. Each of you (President, Members, Recorders, and Administrative Support personnel) are responsible for maintaining the integrity and independence of this selection Board, and fostering careful consideration, without prejudice or partiality, of all eligible Officers.

b. You must pay particularly close attention to the rules governing communications with and among other Board members, the information authorized to be furnished to you, and the procedures you should follow if you believe that the integrity of this selection Board has been improperly affected.

c. You may not receive, initiate, or participate in communications or discussions involving information that Navy Regulations preclude from consideration by a selection Board. You are to base your recommendations on the material in each Officer's military record, any information I have provided to the Board and any information communicated to you by individual eligible Officers under provisions I have issued. In your deliberations, you may discuss your own personal knowledge and evaluation of the professional qualifications of eligible Officers to the extent that such matters are not precluded in law or Service regulations from consideration by a selection Board or inclusion in an Officer's military personnel record. You may not discuss or disclose the opinion of any person not a member of the Board concerning an Officer being considered unless that opinion is contained in material provided to the Board under the provisions of Navy Regulations.

d. When discussing your own personal knowledge concerning the professional qualifications of eligible Officers, the Board is reminded that if personal remarks, based on a member's personal knowledge, could be considered adverse, the member cannot discuss his personal knowledge or evaluation unless such matter is contained in the Officer's official record or other material placed before the Board in compliance with the law and Service regulation. In addition, should an Officer's record reveal the removal of a fitness report via the Board for Correction of Navy Records, the member may not discuss his personal knowledge regarding the circumstances which resulted in the removal of the report.

e. I am the only person who may appear in person to address you on other than administrative matters. All communications with the Board, other than those that are clearly administrative, must be in writing, given to each of you, and made part of each Board's record. I have designated, in writing, those persons authorized to provide routine administrative information to you.

f. Before the report of the selection Board is signed, the recommendations may be disclosed only to members of the Board, Recorders, and those administrative support personnel I have designated in writing. After you sign the Board report, only items of an administrative nature may be disclosed; however, I will release the names of those selected to the public after the Board's report is approved. Do not discuss recommended selectees until such time. Except as authorized by the Commander, Navy Reserve Forces Command or higher authority, the proceedings/deliberations of the Board may not be disclosed to any person not a Board member, Board Recorder, or administrative support personnel at any time. This does not prevent you from discussing the general nature of the Board process for education and mentoring purposes.

g. If at any time you believe that you cannot in good conscience perform your duties as a member of the Board without prejudice or partiality, you have a duty to request relief by me from this duty. I will honor any such request. If a member or Recorder believes that the integrity of the Board's proceedings has been affected by improper influence of military or civilian authority, misconduct by the Board President or a member, or any other reason, or believes someone is exerting or attempting to exert inappropriate influence over the Board or its proceedings, he or she must request to be relieved by me from the obligation not to disclose Board proceedings and, upon receiving it, to report the basis for this belief.

3. Adverse Information

a. Just as you must consider positive performance, you must consider documented incidents of misconduct and substandard performance, which are included in an Officer's official service record, in determining those Officers who are best qualified for selection. Members must give careful consideration to each such incident. For those eligible Officers who are recommended for selection and who have received disciplinary action, or whose privileged information record (Fiche Five/EMPRS Field Code 17) contains matters relating to conduct or performance of duty, every Board member shall review the information contained therein, personally, prior to the final Board decision.

b. Faced with many well-qualified Officers, there may be a tendency to simplify your task by summarily putting aside the folders of Officers whose past records are less than perfect; however, to do this is to fall short of your obligation. A judgment of the whole person and the whole record is required to determine whose future potential will serve Navy best. You may conclude that particular adverse information undermines an Officer's ability to serve successfully in a position of increased authority and responsibility, despite an otherwise outstanding record. On the other hand, you may find that an Officer's overall outstanding performance demonstrates such potential for future service that it outweighs the deficiency noted in the record. Some Officers will have learned from their mistakes in ways that make them stronger; others will have strengths that outweigh relative weaknesses in their records.

c. Make the best, not simply the most obviously defensible, choices. By doing this, you will not only fulfill your obligation, you will also better serve the Navy and the Navy Reserve.

APPENDIX - B
ELIGIBILITY AND SELECTION STANDARDS

1. "Best Qualified" Slating Standard.

a. The Board will carefully consider, without prejudice or partiality, the qualifications of each eligible Officer. The Board will consider each Officer in confidence factor order and recommend for assignment the Officers whom a majority of the members consider the best qualified, giving due consideration to the needs of the Navy, the preference and qualifications of the Officer, billet requirements, supported command provided information and the mission of the unit. If an Officer who received a lower confidence factor meets the billet qualifications better than an Officer who received a higher confidence factor, then the Officer who received the lower confidence factor will be detailed to that billet. The "best qualified" standard will be applied uniformly to each eligible Officer, with priority consideration afforded those eligible Officers whose prior experience includes successful service in challenging leadership positions.

2. Eligibility.

a. Per COMNAVRESFORINST 1001.5E and Change Notice, COMNAVRESFORCOMNOTE 1001 (CH-1) of 21 March 2006, and COMNAVRESFORCOMNOTE 5400 of 18 January 2006:

(1) Multiple Failed of Select (Multi-FOS) Officers are not specifically excluded from eligibility for selection to billets. The board should consider the skills and performance of Officers who are Multi-FOS when establishing confidence factors and similarly consider the best qualified Officer for billet selection regardless of FOS status. Officers selected to billets who are Multi-FOS will be given full-tour PRDs. Full-tour PRDs will not supersede statutory age or years of service limitations.

(2) Officers who promote to O5/O6 (pin on) while in Command/OIC or Non-Command billets shall remain in the billet until the end of CY-06 and should apply for a billet in their new paygrade unless previously approved for an overgrade waiver by Commander, Navy Reserve Forces Command.

b. Captains (O6) and Commanders (O5) who have completed their tenure and were not selected for a follow-on billet may be transferred to Non-pay per Fiscal Year Manpower Guidance or as directed by Echelon III.

c. FY-07 Line Captain (O6) selects are only permitted to apply for billets at their new paygrade.

3. Age Waiver/Screening. Applicants will not be discriminated against based on age. If a waiver is required for a member to fulfill the entire three-year tour and the member is selected for a billet, the member is responsible for requesting an age waiver from NPC at the appropriate time. Applicants not on an existing age waiver must be able to complete at least one year of a two-year Command tour or three-year Non-Command tour before reaching mandatory retirement at age 60. The Board Sponsor will present a list of Officers who will reach age 60 prior to 31 December 2007 (and have not had mandatory retirement waived by NPC) to the President of the Board for removal from consideration prior to the board.

4. High Year Tenure (HYT). Enactment of the Reserve Officer Promotion Management Act (ROPMA) dictates mandatory retirement of Officers after completing the statutorily allowable number of years of commissioned service for each paygrade. The Board Sponsor will provide to the Board President a list of names of applicants who will reach 30 years of commissioned service for Captains (06) and 28 years of commissioned service for Commanders (05) prior to 31 December 2007 for removal from consideration prior to the board.

5. Promotion Status. Members should apply for billets appropriate for their current paygrade.

a. All FOS'd Officers, regardless of paygrade, will be eligible for APPLY Board selected positions. If selected through the APPLY process, FOS'd Officers will be allowed to meet the billet Planned Rotation Date, contingent upon current HYT and age restrictions. FOS status will not be a sole disqualifier during the APPLY Board process. Records of three times Failed of Select LCDRs and two times Failed of Select CDRs will have their EMPRS cover page stamped with "Multi-FOS" during record review and grading.

b. Officers selected for promotion to the next higher grade in FY-07 will only be permitted to apply for billets in their new grade. Officers with at least one year of tenure remaining on a current board assignment will be authorized to remain in that assignment through the Calendar Year in which they actually promote. Records of Officers selected for promotion (but have not yet been promoted) will have their EMPRS cover page stamped with "S6" (selected in 2006) or "S7" (selected in 2007) depending on the year they were selected for promotion.

6. Billet tenure. All Officers serving in Command billets (with the exception of a VTU) will complete a normal tour (two years) and are therefore ineligible for being short-toured for reassignment. Officers serving in Non-Command/XO billets will complete a three-year tour with the exception of Intelligence (1635) and Cryptology (1615) Officers, Medical Unit COs/XOs, Senior Nurse Executives, Senior Dental Executives, and NAVAIR CAPT (06) billets, which are two years. The Board may waive full Non-Command tours in order to select an applicant to Command or an Executive Officer position (short tour).

7. Dreamsheet Application. Applicants who failed to select billets on their dreamsheets will be removed from consideration by the Board.

8. Mobilization. The Board should give due consideration to those Selected Reservists who were mobilized during FY06 for operations around the globe and weigh their contribution accordingly. Officers currently mobilized should be considered for billets at the FY-07 Board if they are expected to demobilize prior to the end of FY-07. Officers who have been involuntarily mobilized for some portion of FY06 will have an "MOB FY06" stamp placed on the cover page of their EMPRS record during record review and grading.

9. "Back-to-back" tours. Members are eligible to apply for billets in the same unit, but not for the billet in which they are currently filling, with the exception of those who are assigned in an interim status.

10. VTU and other Non-Traditional Career options. I encourage you to look at the records of those Officers in the VTU who have continued to serve the Navy Reserve while in a Non-Pay capacity. Officers serving in the VTU should be considered equally for all billets. Also, recognize the accomplishments of those Officers who have been serving as the National Emergency Preparedness Liaison Officers (NEPLO) and other Non-Traditional career path positions.

APPENDIX - C
EQUAL OPPORTUNITY GUIDANCE

1. The Department of the Navy is dedicated to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The Navy strives to maintain a professional working environment in which an individual's race, creed, color, gender, or national origin will not limit his or her professional opportunities. Accordingly, within this Board's charter to determine those Officers who are best and fully qualified, you must ensure that Officers are not disadvantaged because of their race, creed, color, gender, or national origin.
2. Your evaluation of all Officers must afford them fair and equitable consideration. You should be particularly vigilant in your evaluation of these records to take care that no Officer's assignment opportunity is disadvantaged by service utilization policies or practices. You should evaluate each Officer's potential to assume the responsibilities of the next assignment, the overriding factor being performance of assigned duties.
3. The Navy has assigned some Officers outside of traditional career development patterns, e.g., institutional instructors, recruiting and equal opportunity billets. In addition, other utilization policies or practices, such as those based on statutory restrictions on the assignment of women, may have had an effect on career opportunities. These assignments, though beneficial to Navy, may have foreclosed to the Officers so assigned, opportunities available to other Officers. Such assignment practices should not prejudice the selection of these Officers. Successful performance of assigned duties is the key in measuring an Officer's potential for assignment. Accordingly, in determining the qualification for assignment of an Officer who has been affected by such utilization policies or practices, duty performed well in such assignments should be given weight equal to duty performed well by an Officer not affected by such policies or practices.
4. This guidance should not be interpreted as requiring or permitting preferential treatment of any Officer or group of Officers on the grounds of race, creed, color, gender, or national origin.

APPENDIX - D
BOARD PROCEEDINGS

1. **General Guidance.** The following instructions apply to Board proceedings:

a. You will first screen and rank all applicants based upon documented performance, then you will detail each Officer based upon applicant preference, qualifications, unit mission, and the requirements of the Supported command and the billet. Per reference (d), applicants for NEPLO billets will require a resume review before the detailing process. Per reference (e), JAG Corps designated billets will require an Article 6 review before the screening and detailing process.

b. The screening process will begin with the electronic distribution within the competitive category of applicant records to each Board member for review. Distribution is subject to the discretion of the Board President and can be random, within respective designator, or a combination. Each record will include: (1) all available fitness reports for the last five years; (2) Officer Summary Record (OSR) and Performance Summary Record (PSR); (3) electronic field codes provided in EMPRS for Board member review and, (4) any properly executed third party correspondence. Each reviewer will prepare and deliver a briefing to include the following highlights: (1) performance as recorded on fitness reports and Officer Summary Record; (2) challenging active and inactive duty assignments; (3) significant annual training (e.g., Boards, professional schools/courses, exercises); (4) personal awards/decorations; and, (5) the contents of correspondence addressed to the Board President (if applicable). Copies of all correspondence to the Board President will be made available to each Panel Head and the Board President. A confidence factor will be recommended by the briefer and voted on by each Board member as follows:

100 percent - Outstanding Officer, should be screened for assignment

75 percent - Strong Officer, probably should be screened for assignment

50 percent - Good Officer, may be screened for assignment

25 percent - Less competitive than other Officers

0 percent - Not competitive with other Officers (this constitutes a NO vote)

c. The average confidence factor establishes the position of each Officer on the precedence list for the Board to use in subsequent assignment decisions.

d. Before conducting the first record briefing and secret ballot, each Board member must be knowledgeable of the review and briefing process. You will conduct one or more "dry runs" of this process until you are satisfied that the Board is prepared to vote for the record.

e. The precedence list sorted from the voting will establish the sequence in which Officers shall be considered for assignments.

f. In your assignment deliberations your goal will be to assign the best qualified Officer to a billet that the majority of the Board members consider the best match for the preference and qualifications of the Officer, the mission of the unit, the requirements of the Supported command, and the billet. You will be guided by the requirements of references (a) through (f) as appropriate, and correspondence properly submitted to you by the applicant and the Supported command.

g. You should consider all Officers with the same confidence factor as a group for assignment purposes. You may also, by majority vote, include within a group those Officers with nearly the same confidence factor, particularly when there are clear separations between the confidence factors scores in the rankings.

h. In deliberating billet assignments within each group of Officers, you should first consider the rank, designator, and Navy Officer Billet Code (NOBC) requirements of the billet. Priority should be given to an exact applicant and billet match of rank and designator. An exact match of NOBC is mandatory only when required by the Reserve Functional Area and Sex (RFAS) code. Use of RFAS for rank or designator substitutions is subject to the waiver restrictions of references (a) and (b), and any other current applicable directives. You should not nominate an Officer to a billet that requires a waiver except in truly unusual circumstances. For example, an Officer who may not hold an exact NOBC but possesses civilian experience matching billet requirements; or an Officer who has performed well on active duty which is outside of the designator required by the billet; or an Officer who has been accepted into an established training pipeline but has not received the training designator.

j. Officers may be assigned to billets other than those selected on their billet application only when the applicant has specifically indicated a willingness to be assigned to other billets not listed in their billet application. Such assignments are subject to the needs of the service and travel/drilling limitations cited by the applicant in their billet application.

2. **NEPLO Panel.** The panel to consider Officers for Navy Emergency Preparedness Liaison Officer (NEPLO) billets will be conducted in the following manner:

a. A primary and four alternates will be selected for each NEPLO position. Officers applying for NEPLO billets may apply for other billets with the following stipulations:

(1) If an Officer is selected for a NEPLO billet and it is the Officer's first choice, they will be detailed to the NEPLO billet.

(2) If the Officer is selected for a NEPLO billet and has higher-ranking Command billet(s) on their dreamsheets than the NEPLO billet, the Officer's name will be forwarded to that community panel for consideration for the Command billet(s).

(3) If the Officer is selected for the higher-ranking Command billet, the first alternate will be tentatively assigned to the NEPLO billet.

(4) Community panels shall also review alternates for Command billets.

b. Per reference (d), Officers in Medical, Judge Advocate General (JAG), and Chaplain designators (2105, 2205, 2305, 2505, 2905 and 4105) are not eligible to serve as NEPLOs and therefore will not be allowed to serve as members of the NEPLO panel.

c. The Board Sponsor will present to the President of the Board a list of all Medical Department Officers and JAG Officers who applied for NEPLO billets for removal from consideration before the NEPLO panel. Removal from consideration by the NEPLO panel will in no way impact the applicant's eligibility for other panels on the Board.

3. NAVAIR Panel (1505/1515/1525). The panel to consider Officers for billets in designators 1505/1515/1525 (NAVAIR) billets will allow Officers applying for 1505/1515/1525 (NAVAIR) billets the opportunity to apply for other billets, but with the following stipulations and be conducted in this manner:

a. If an Officer is selected by the NAVAIR panel to a 1505/1515/1525 billet, they will be detailed to the NAVAIR billet.

b. Officers who applied for billets on the NAVAIR panel and billets on their respective Line (04/06 or 05) panel, but were not selected by the NAVAIR panel, will be redistributed to their respective Line panel, regraded, and subsequently considered by the Line Panel for Line billets remaining on their dreamsheets.

c. Priority will be given to detailing Officers in designators 1505/1515/1525 to billets that require those designators. Additionally, priority will be given to detailing Officers to billets in exact paygrade and skill (NOBC) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

d. To ensure adequate rotation of 15XX Officers in the grade of CAPT (06) in Non-Command billets, the following billet tenure policy will apply to all 15XX designator Officers and billets beginning FY-07 and will be applied to the FY-07 Board.

1. Officers selected to Non-Command billets in the grade of CAPT (06) will be given two-year PRDs.

2. Officers previously selected to Non-Command billets in the grade of CAPT (06) from the FY-05 and FY-06 APPLY Boards will have their PRDs shortened to two years and therefore will be eligible for reassignment to another Non-Command tour after two years in a previous tour.

4. INTEL Panel (1635). The panel to consider Officers for billets in designator 1635 will allow Officers applying for 1635 billets the opportunity to apply for other billets, but with the following stipulations and be conducted in this manner:

a. If an Officer is selected by the INTEL panel to a 1635 billet, they will be detailed to the 1635 billet.

b. Officers who applied for billets on the INTEL panel and billets on their respective Line (O4/O6 or O5) panel, but were not selected by the INTEL panel, will be redistributed to the respective Line panel, regraded, and subsequently considered by the Line panel for Line billets remaining on their dreamsheets.

c. Priority will be given to detailing Officers in designators 1635 to billets in designators 1635. Additionally, priority will be given to detailing Officers to billets in exact paygrade and skill (NOBC) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

d. When the INTEL Panel considers the O-6 billets, it will first consider applicants for Reserve Intelligence Area Commander (RIAC) billets. A sub-panel of the INTEL panel will be formed to do this, consisting of the following members of the INTEL Panel: Flag Officers, O-6 URL member, 1630, 1637, and 1635 Officers who are current RIACs or former RIACs. After all RIAC billets have been filled, the full INTEL Panel will reconvene to slate the remaining O-6 billets.

e. Intel billets, which are not Intel designator specific, will be filled by the Line panel. All specific billet skill sets, TS/SCI security clearances, and INTEL requirements will be noted in the billet comments section of each billet.

5. METOC Panel (1805). The panel to consider Officer for billets in designator 1805 will allow Officers applying for 1805 billets the opportunity to apply for other billets, but with the following stipulations and be conducted in this manner:

a. If an Officer is selected by the METOC panel to an 1805 billet, they will be detailed to the 1805 billet.

b. Officers who applied for billets on the METOC panel and billets on their respective Line (O4/O6 or O5) panel, but were not selected by the METOC panel, will be redistributed to their respective Line panel, regraded, and subsequently considered by the Line panel for Line billets remaining on their dreamsheets.

c. Priority will be given to detailing Officers in designators 1805 to billets in designators 1805. Additionally, priority will be given to detailing Officers to billets in exact paygrade and skill (NOBC) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

6. Medical Panel (2105/2205/2305/2905). The panel to consider Officers for billets in designators 2105/2205/2305/2905 will be conducted in the following manner:

a. Officers in designators 2105/2205/2305/2905 are not authorized to apply for billets in other designators, including NEPLO billets. The following procedures will be followed for these designators:

(1) If an Officer is selected by the Medical panel to a 2105/2205/2305/2905 billet, they will be detailed to that billet.

(2) The Medical panel will first review and assign confidence factors to the records of all medical designated applicants who have applied for all CO/XO and senior leadership billets in groupings by grade in random designator and name order. After all such applicant records have been assigned a confidence factor, the Medical panel will first consider applicants for Command positions, regardless of designator. After the CO/XO and senior leadership billets have been slated, the Medical panel will then review and assign confidence factors to the records of all remaining Medical designated applicants for clinical billets in groupings by grade in random designator and name order. This will include those not selected for Command or senior leadership billets. The Medical panel will then divide into two panels to conduct Non-Command billet slating in order of member confidence factor. Applicant records will be slated by the cross-section of the Medical panel membership with same designators, respectively.

(3) Priority will be given to detailing Officers to billets in exact paygrade and skill (subspecialty) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

7. JAG Panel (2505). The panel to consider Officers for billets in designator 2505 will be conducted in the following manner:

a. Officers in designator 2505 are not authorized to apply for billets in other designators, including NEPLO billets.

(1) If an Officer is selected by the JAG panel to a billet in designator 2505, they will be detailed to that billet.

(2) Priority will be given to detailing Officers to billets in exact paygrade and skill (subspecialty) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

8. Supply Panel (3105). The panel to consider Officers for billets in designator 3105 will be conducted in the following manner:

a. Officers in designator 3105 are not authorized to apply for billets in other designators with the exception of NEPLO billets per reference (d).

(1) If an Officer is selected by the Supply panel to a billet in designator 3105, they will be detailed to that billet.

(2) Priority will be given to detailing Officers to billets in exact paygrade and skill (subspecialty) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

9. Chaplain Panel (4105). The panel to consider Officers for billets in designator 4105 will be conducted in the following manner:

a. Officers in designator 4105 are not authorized to apply for billets in other designators, including NEPLO billets.

(1) If an Officer is selected by the Chaplain panel to a billet in designator 4105, they will be detailed to that billet.

(2) Priority will be given to detailing Officers to billets in exact paygrade and skill (subspecialty) match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

10. CEC Panel (5105). CEC (5105) panel will not be held at the FY07 APPLY board. Officers in the designator of 5105 may compete for billets on the NEPLO panel for FY07 APPLY, if not already detailed to a billet assignment by their respective community.

11. Line Panels (All Line Designators). These panels are comprised of two separate panels, the Line 04/06 panel and the Line 05 panel. These panels will consider all Line Officer assignments and will be conducted in the following manner:

a. Records of Officers not selected to billets in the 1505/1515/1525, 1635, or 1805 panels will be redistributed to the respective Line panel, regraded, and considered for Line billets remaining on their dreamsheets.

(1) If an Officer is selected by the Line panel to a Line Officer billet in their designator, they will be detailed to that billet.

(2) Officers selected to NEPLO billets will only be considered by a subsequent Line Panel if they have a Command billet listed higher on their dreamsheets than the NEPLO billet they were slated to. If selected to the Command billet, the NEPLO billet will go to the next available alternate from the list of NEPLO slate alternates.

(3) Priority will be given to detailing Officers to billets in exact paygrade and skill SSI match. Only in situations where a qualified Officer in exact grade and skill is not available for assignment will the panel authorize an RFAS waiver.

12. Space Cadre, C4, and Information Warfare/Operations (1605,1615). Navy, Joint and Coalition operations continue to evolve at a rapid pace toward a fully networked battle space. Success of Navy operations is dependent on the capabilities of National, DOD and commercial space support, as well as Information Technology. Space Cadre includes members of the Unrestricted Line and Restricted Line communities competent in relating the areas of operations, requirements, development and acquisition to space. Information Professionals and Information Warriors, as well as Space Cadre, may have a typical career paths because of specialized education, training and assignments both inside and outside of the Navy. When selecting the best and fully qualified Officers to meet the needs of the Navy, you must view the quality of performance required of these Officers as having weight equal to that ordinarily given to other members of their respective communities who have followed more traditional career paths.

APPENDIX - E
BOARD REPORT

1. The report of the Board will be in writing, signed by each member and the Recorder. The record of the Board's proceedings shall be compiled by the Recorders and administrative support personnel. In addition, the report will contain:

a. All instructions, information, and guidance that were provided to the Board.

b. Certification that:

(1) To the best of your knowledge, the Board complied with all instructions contained in the PRECEPT, and, as appropriate, other letters of guidance or instruction provided by me;

(2) You were not subject to or aware of any censure, reprimand, or admonishment about the recommendations of the Board or the exercise of any lawful function within the authorized discretion of the Board;

(3) You were not subject to or aware of any attempt to coerce or influence improperly any action in the formulation of the Board's recommendations;

(4) You were not party to or aware of any attempt at unauthorized communications;

(5) To the best of your knowledge, the Board carefully considered the records of each Officer whose name was furnished to the Board; and

(6) The Officers recommended for selection are, in the opinion of the majority of the members of the Board, fully qualified and best qualified to meet the needs of the Navy among those Officers whose names were furnished to the Board.

c. List of the Officers recommended for selection to Command and Non-Command billets and the specific unit and position for which recommended.

d. The report will also identify all billets that were not filled by the panel for subsequent consideration for Interim Fill as outlined in paragraph 2(b) of reference (d).

e. Copy of the PRECEPT letter and Board Membership/Support.

f. Such other lists as the Board may deem necessary (applicants excluded from consideration due to age, years of service, etc.)

2. The report shall be forwarded for approval to the Commander, Navy Reserve Forces Command.

APPENDIX - F
OATHS

1. The following oath or affirmation shall be administered to the Recorder and assistant Recorders by the President of the Board:

"You, and each of you, do solemnly swear (or affirm) you will keep a true record of the proceedings of this Board, and you will not divulge the proceedings of this Board except as authorized or required by the Commander, Navy Reserve Forces Command or higher authority. So help you God."

The following oath or affirmation will be administered by the head Recorder to the members of the Board:

"You, and each of you, do solemnly swear (or affirm) you will perform your duties as a member of this Board without prejudice or partiality, having in view both the special fitness of Officers and the efficiency of the Navy service, and you will not divulge the proceedings of this Board except as authorized or required by the Commander, Navy Reserve Forces Command or higher authority. So help you God."

The following oath or affirmation shall then be administered by the President to the support personnel and technical advisors:

"You, and each of you, do solemnly swear (or affirm) you will not divulge the proceedings of this Board except as authorized or required by the Commander, Navy Reserve Forces Command or higher authority. So help you God."

5400
(date)

From: President, Fiscal Year (FY)07 National Command, and Senior Officer
(Captain/Commander) Non-Command Screening and Assignment Board
To: Commander, Navy Reserve Forces Command

Subj: REPORT OF PROCEEDINGS OF THE FISCAL YEAR (FY)07 COMMAND AND SENIOR
OFFICER (CAPTAIN/COMMANDER) NON-COMMAND SCREENING AND ASSIGNMENT BOARD
(CAPTAIN LINE PANEL) *** as appropriate

Ref: (a) COMNAVRESFORCOMNOTE 5400 of 18 Jan 06

Encl: (1) List of the Officers recommended for selection to Command and
Non-Command billets and the specific unit and position for which
recommended
(2) Unfilled Billet List
(3) Copy of the PRECEPT letter, all instructions, information and
guidance that were provided to the Board
(4) Copy of the (FY)07 Command and Senior Officer (Captain/Commander)
Non-Command Screening and Assignment Board Membership and Board
Support

1. Per reference (a), the Fiscal Year (FY)07 National Command and Senior
Officer (Captain/Commander) Non-Command Screening and Assignment Board was
held in Millington, TN 14 August 2006 to 1 September 2006. The results and
findings of the Board are listed in enclosures (1) through (4). Enclosure
(3) provides copies of all information and guidance provided to the Board.

2. Per reference (a), I also certify that:

(1) To the best of my knowledge, the Board complied with all
instructions contained in the PRECEPT, and, as appropriate, other letters of
guidance or instruction provided by Commander, Navy Reserve Forces Command;

(2) I was not subject to or aware of any censure, reprimand, or
admonishment about the recommendations of the Board or the exercise of any
lawful function within the authorized discretion of the Board;

(3) I was not subject to or aware of any attempt to coerce or
influence improperly any action in the formulation of the Board's
recommendations;

(4) I was not party to or aware of any attempt at unauthorized
communications;

(5) To the best of my knowledge, the Board carefully considered the
records of each Officer whose name was furnished to the Board; and

(6) The Officers recommended for selection are, in the opinion of the
majority of the members of the Board, fully qualified and best qualified to
meet the needs of the Navy among those Officers whose names were furnished to
the Board.

Enclosure (2)

Subj: REPORT OF PROCEEDINGS OF THE FISCAL YEAR (FY)07 NATIONAL COMMAND AND
SENIOR OFFICER (CAPTAIN/COMMANDER) NON-COMMAND SCREENING AND
ASSIGNMENT BOARD (CAPTAIN LINE PANEL) *** as appropriate

3. The Board adjourned at (time) on (date).

(Name)
Rear Admiral
United States Navy Reserve
President

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member

(Name)
Captain
United States Navy Reserve
Member